

**Needham Unite Against Racism Initiative (NUARI) Next Steps
Recommendations for the Select Board**

- (1) Report out on what has already been done:
 - (a) Promoted Lived Experiences Project on NUARI website.
 - (b) Summarized all recommendations that the Select Board has received to date via the 7/21 listening session and other communications. Posted on NUARI website.
 - (c) Posted flyer promoting the Attorney General's discrimination hotline in Town Hall.
- (2) Take immediate action:
 - (a) Add NUARI update to upcoming Select Board agendas.
 - (b) Reschedule Over Zero Needham Response/Resiliency Network Workshop.
 - (c) Reach out to Lived Experiences Project to discuss their next data release and how best to use those anonymized stories and themes to inform future actions.
 - (d) Establish a discrimination complaint process.
 - (e) Promote website that summarizes all Board, Commission, and Committee vacancies and how to apply.
 - (f) Adopt a goal to diversify the candidate pool for Boards, Commissions and Committees.
- (3) Establish a NUARI Working Group to:
 - (a) Ensure a diverse group from the Needham community are leading this Initiative.
 - (b) Articulate a recommended vision for racial equity in Needham and guiding principles that will inform all future actions.
 - (c) Establish protocols and practices for getting community feedback, with a specific focus on engaging Black, Indigenous, and people of color (BIPOC), and others who have been marginalized due to their race or ethnicity. Strategies should be identified to keep Needham's racial equity work informed by BIPOC input but owned by Town leadership and the broader community.
 - (d) Set up communication structures to ensure the sustainability and accountability of the Initiative.
 - (e) Discuss and prioritize other recommendations that have been submitted to the Select Board.